

PERSONNEL FILES CERTIFIED STAFF

A file of personnel records shall be maintained in the superintendent's office for each certificated employee of the Little Axe Schools. A file shall be kept for all resigned or retired employees, including such essential information as shall seem appropriate to the administration as specified by state and federal laws.

5412-1 CONFIDENTIALITY

Personnel information concerning district employees is generally confidential and may be reviewed only on a "need to know" basis under conditions which guarantee management's right of access to information necessary to make judgments and protection of the employees of the district against unnecessary invasion of privacy. Some personnel information is "public record" and must be released to any person upon request.

The superintendent shall notify an employee and a collective bargaining representative, if any, in writing when a request is made for disclosure of the employee's personnel, medical, or similar files, if the superintendent reasonably believes disclosure would invade the employee's privacy. The records will be disclosed unless written objection is received from the teacher or employee's collective bargaining representative, within seven business days from the receipt by the employee or the collective bargaining representative.

Records of a teacher's performance and evaluation shall not be released without the written consent of the teacher.

Files containing medical information regarding an employee will be kept separate from other personnel files.

5412-2 TYPES OF INFORMATION

It shall be the responsibility of each certificated employee to see that there is filed with the district any record of prior teaching experience. In addition, if the teacher has rendered military service, the proof of discharge from the service must be furnished. It is the obligation of the certificated employee to see that information that will maintain the employee's personnel file on a complete and up-to-date basis is sent to the superintendent's office. The records shall contain the following information:

1. The correct name and the current address and telephone number of the employee
2. An accurate record of the work experience of the employee

3. Current data on education completed, including the transcripts of all academic work
4. Proof of requirements fulfilled in order to be eligible for salary
5. Current data on credentials
6. Any current data requested concerning the health of the employee, or medical examinations which the employee may have undergone
7. Records of assignment
8. Evaluations of performance
9. Letters of commendation, reprimand, or omission of duty
10. Other materials mutually agreed upon between the principal and the teacher

5412-3 USE OF PERSONNEL RECORDS

All the contents of the personnel records file, with the exception of evaluations, comments, or recommendations provided to the district on a confidential basis by universities, colleges, or persons not connected with the district, shall be available for inspection by the employee concerned. The district reserves the right to have a member of the superintendent's office staff present at the time the employee inspects his or her personnel file for the purpose of explaining and interpreting the information therein. Similarly, at the time the record is reviewed, the employee shall have the right to have representative present of his or her own choosing if desired.

The teacher shall have the right to respond to all materials contained in the personnel file and to any materials to be placed in the file in the future. Responses shall become part of the file.

5412-4 PARENTAL NOTICE

If the school district receives Title I funds, the No Child Left Behind Act requires the district to provide parents with notice that they may request information about the professional qualifications of classroom teachers. The notice to parents must include the following:

1. Whether the teacher has met state qualifications for the grade levels and subject areas taught.

2. Whether the teacher is teaching under emergency or other provisional status.
3. The baccalaureate degree of the teacher and any other graduate certification or degree held by the teacher and the subject area(s) of the certification or degree.
4. Whether the child is provided services by paraprofessionals, and if so, their qualifications.

If a parent requests the above-listed information, the district is required to provide the information in a timely manner. If the district has hired a teacher who is not highly qualified and the teacher has taught a child for four or more weeks, the district is required to provide the parents notice that their child has been taught by a teacher who is not highly qualified.

LEGAL REFERENCE: 51 O.S. § 24A.7
 70 O.S. § 6-101.11
 P.L. 107-110, NO CHILD LEFT BEHIND ACT OF
 2001
 THE AMERICANS WITH DISABILITIES ACT